



Mali

Sadiola and Yatela

Message from Stan Padgett

Operational performance at Sadiola and Yatela improved during the year. Gold production rose to 459,000 ounces (174,000 ounces attributable to AngloGold Ashanti) at Sadiola and 242,000 ounces (97,000 ounces attributable to AngloGold Ashanti) at Yatela. This was achieved at a total cash cost of \$255 per ounce. In respect of our relationship with the community and the broader issue of sustainable development, probably the most significant events of the year were the completion of the Integrated Development Action Plan (IDAP) for the Sadiola commune (which comprises both the Sadiola and Yatela communities) and the second stakeholder and community workshop held in September 2004 to discuss mine closure issues.

Following a multi-stakeholder workshop in June 2003, the International Finance Corporation (IFC), partner in Sadiola, commissioned the preparation of an IDAP with funding from the Government of Luxembourg and SEMOS SA, Sadiola's holding company. The main objective of the IDAP is to "create an overall strategy for promoting socio-economic development within beneficiary communities, in order to improve livelihoods and employment opportunities, and to establish new initiatives to lessen the communities' reliance upon the mine in the closure period". Approval has been given for expenditure of \$1.3 million over the next three years for the implementation of the IDAP.

A board to oversee the implementation of the IDAP and representing stakeholders was elected in December to establish and manage a new foundation which will be funded by SEMOS/Yatela for the first three years following which the foundation may be able to attract outside funds.

Ongoing problems with the increased consumption of water by the growing population in Sadiola and Korouketo villages led to the creation of a Water Committee comprising local government officials such as the Mayor, Village Chiefs, Sous-Prefet and officials from Kayes hydrology and health departments. About \$300,000 has been spent by SEMOS and Yatela mine for Sadiola and Korouketo village water supply in 2004.

Other projects include:

- **Agricultural initiatives:** A mango project has been initiated in eight villages around Sadiola mine and also at Diamou.
- **Construction/infrastructure:** three new classrooms were built to overcome the overcrowding at the secondary school in Sadiola Village. New vegetable markets have been built at Sadiola and Medine and a new bridge was built in Yatela village at a cost of \$111,319.
- **Health care/HIV/AIDS:** A malaria campaign, and programmes to combat the proliferation of drugs and guns was financed by SEMOS, alongside a yellow fever inoculation campaign.
- **Education and training:** The provision of school facilities, English and small business training and special craft work training for the village women took place during the year. The English training has been so successful at Sadiola that it has now expanded to Yatela and the mine village school. Teachers from the American school and other expatriates provide invaluable teaching assistance.

Good progress was made in preventing further bird deaths at Sadiola/Yatela. On the open water process ponds the most effective solution was found to be the use of 'bird balls' (See box inside).

Stan Padgett
General Manager, Sadiola and Yatela



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About this report:

AngloGold Ashanti is committed to reporting to a broad range of stakeholders. In addition to its operational and financial performance the company also reports on its economic, social and environmental performance – the so-called triple bottom line.

This country profile forms part of a broader group Report to Society, which is available on the company's website, or from the contacts detailed below.

Madani Diallo

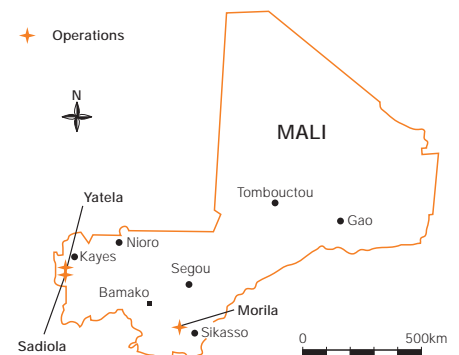
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2 | Introduction

Both the Sadiola and Yatela mines in Mali are held by AngloGold Ashanti in successful partnership with the government of Mali and IAMGOLD. In the case of Sadiola, the International Finance Corporation (IFC) is also a partner with a stake of 6%. Sadiola has produced about 4 million ounces of gold since its establishment in 1996.

Yatela was established shortly after Sadiola at a capital cost of US\$73 million. First gold was poured in 2001. Located only 25 km from Sadiola, Yatela benefits from synergies and economies of scale through the utilisation of some of Sadiola's infrastructure. Yatela is expected to produce until 2008 with a life-of-mine production figure of 1.6 million ounces.



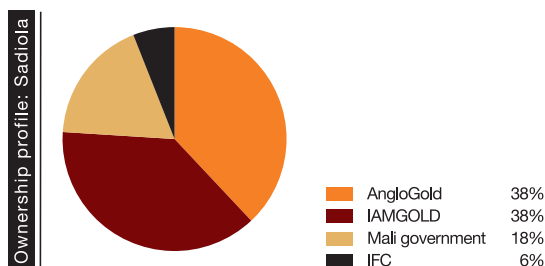
Message from Madani Diallo

AngloGold Ashanti is the operator of Mali's three largest gold mines, which together account for 90% of Mali's gold production. Gold is Mali's largest export product. AngloGold Ashanti and its partners Iamgold, RandGold Resources, the Malian government and the IFC work together with national and local authorities, and with local communities in implementing sustainable development strategies. Through the office in Bamako, AngloGold Ashanti is developing and maintaining excellent relationships with the government of Mali. As a symbol of this relationship, our CEO Bobby Godsell was in February 2004 nominated as a member of the Presidential Committee for Investment. This committee advises the President on attracting investment and developments in the country. The proposal made by AngloGold Ashanti to the Infrastructure group (Gold Road and Energy for Gold) on further developing Mali's gold industry has been retained as projects to be implemented.

Both government and AngloGold Ashanti are confident that the Malian mines represent good assets which are mined for the benefit of all stakeholders.

Madani Diallo
Business Manager, Mali
AngloGold Ashanti

Sadiola



Ownership: AngloGold Ashanti owns 38% of Sadiola in partnership with the government of Mali, IAMGOLD and the International Finance Corporation.

Location: Sadiola is situated in the north west of the country, some 80 kilometres to the south of the regional capital Kayes.

Geology: The Sadiola deposit occurs within an inlier of greenschist facies metamorphosed Birimian rocks known as the Kenieba Window. The specific rocks which host the mineralisation are marbles and greywackes which have been intensely weathered to a maximum depth of 200 metres. A series of north-south trending faults occur which are the feeders to the Sadiola mineralisation. As a result of an east-west regional compression event, deformation occurs along a north-south striking marble-greywacke contact, increasing the porosity of this zone.

North-east striking structures which intersect the north-south contact, have introduced mineralisation, mainly with the marble where the porosity was greatest. The Sadiola Hill deposit generally consists of two zones, an upper oxidised cap and an underlying sulphide zone. From 1996 until 2002, shallow, saprolite oxide ore from the Sadiola Hill pit was the primary ore source. Since 2002, the deeper saprolitic sulphide ore has been mined and in future will progressively replace the depleting oxide reserves.

Mining and processing: Mining takes place in an open pit at Sadiola. Ore is treated in a 435,000 tonne per month gold plant.

Performance in 2004: A slight increase in production to 174,000 ounces was recorded as tonnages milled rose by 2.6%, given a 3.6% increase in overall milling utilisation. Total cash costs were 15% higher

with higher operating costs owing to the weaker dollar, higher diesel prices and high reagent costs associated with the increased treatment of sulphide ore and the more stringent detoxification standards.

Government remittances: Attributable contributions to government revenue for 2004 comprised corporate tax of \$3 million, dividends of \$3 million, import duties of \$1.5 million and royalties of \$4.4 million.

Growth prospects: A generative study has identified potential oxide targets on the Sadiola property, which will be investigated in 2005. Infill drilling of the Deep Sulphide project located below the existing Sadiola pit is now complete and modelling is ongoing. Conversion drilling of inferred resources on the FE3 South deposit is complete and modelling of the orebody is underway.

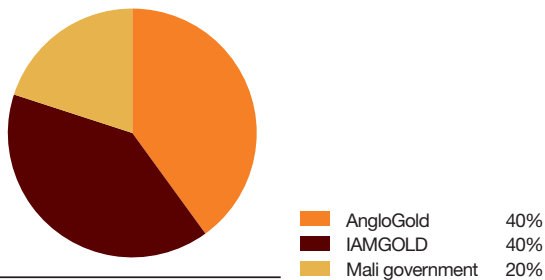
Outlook: Attributable production at Sadiola is expected to decrease by 2% to 170,000 ounces during 2005, at a total cash cost of about \$273 per ounce. Attributable capital expenditure is expected to be \$11 million, an increase of 113% on 2004. The main components of capital expenditure are cyanide recovery and plant modifications, exploration, grid power and mining infrastructure.

Sadiola			
		2004	2003
Gold production (100%)	000 oz	459	452
Gold production (38%)	000 oz	174	172
Total cash costs	\$/oz	242	210
Total production costs	\$/oz	301	275
Capital expenditure (100%)	\$ million	16	10
Capital expenditure (38%)	\$ million	6	4
Total number of employees		1,154	1,056
Employees		573	507
Contractors		581	549

Yatela



Ownership profile: Yatela



Ownership: The Yatela mine is a joint venture owned by Sadiola Exploration Limited, (SADEX), in which AngloGold Ashanti and IAMGOLD each hold an effective 40% interest, with the government of Mali holding 20%.

Location: Yatela is located some 25 kilometres north of Sadiola and approximately 50 kilometres south-south-west of the town of Kayes, the regional capital.

Geology: Yatela mineralisation occurs as a keel-shaped body in Birimian metacarbonates. The keel is centred on a fault which was the feeder for the original mesothermal mineralisation, with an associated weakly mineralised diorite intrusion. Mineralisation occurs as a layer along the flanks and in the bottom of the keel. The ore dips almost vertically on the west limb and more gently towards the west on the east limb, with tight closure to the south.

Operating performance: Gold production at Yatela (40% attributable) rose by 11% to 97,000 ounces during the year, largely owing to an increase of 11% in the tonnage stacked. Total cash costs at \$255 per ounce were 9% higher than the previous year, a result of the weaker dollar, as well as increased fuel prices. Capital expenditure, at

\$3 million, declined by 50% year-on-year: expenditure was primarily on the construction of leach pads and payment of historical duties on fixed assets as the exoneration period on import duties came to an end.

Government remittances: Attributable contributions on behalf of Yatela to state coffers in 2004 comprised import duties of \$1 million and royalties of \$2.3 million. The mine is still operating under a corporate tax exemption.

Outlook: In 2005, Yatela is expected to produce 107,000 attributable ounces, an increase of 10%, at a total cash cost of \$261 per ounce. Capital expenditure attributable to AngloGold Ashanti is expected to remain constant at \$3 million, largely for leach pad construction.

Yatela			
		2004	2003
Gold production (100%)	000 oz	242	218
Gold production (40%)	000 oz	97	87
Total cash costs	US\$/oz	358	235
Total production costs	US\$/oz	323	334
Capital expenditure (100%)	US\$/oz	7	14
Capital expenditure (40%)	\$ million	3	6
Total number of employees		1,033	926
Employees		208	190
Contractors		825	736



4 Mineral resources and ore reserves

Mineral resources and ore reserves are reported in accordance with the Australasian Code for Reporting of Mineral Resources and Ore Reserves (the JORC Code), together with the South African Code for the Reporting of Mineral Resources and Mineral Reserves (the SAMREC Code). Mineral resources include the ore reserve component.

AngloGold Ashanti had mineral resources of 218.2 million ounces and ore reserves of 78.9 million ounces as of 31 December 2004. Of these, the three mines in Mali (Sadiola, Yatela and Morila) accounted for attributable mineral resources 5.6 million ounces and ore reserves of 2.3 million ounces.

		Metric			Imperial		
		Tonnes million	Grade g/t	Contained gold tonnes	Tons million	Grade oz/t	Contained gold million oz
Mineral resources – attributable (as at 31 December 2004)							
Sadiola (38%)	Measured	6.9	1.51	10.4	7.6	0.044	0.3
	Indicated	14.8	2.45	36.2	16.3	0.071	1.2
	Inferred	33.4	2.00	66.7	36.8	0.058	2.1
	Total	55.1	2.06	113.4	60.7	0.060	3.6
Yatela (40%)	Measured	2.6	1.44	3.8	2.9	0.042	0.1
	Indicated	4.3	2.83	12.2	4.7	0.083	0.4
	Inferred	1.4	2.82	3.9	1.5	0.082	0.1
	Total	8.3	2.39	19.8	9.1	0.070	0.6
Ore reserves – attributable (as at 31 December 2004)							
Sadiola (38%)	Proved	2.5	1.80	4.5	2.7	0.052	0.1
	Probable	7.2	3.37	24.2	7.9	0.098	0.8
	Total	9.7	2.96	28.7	10.7	0.086	0.9
Yatela (40%)	Proved	0.8	1.86	1.5	0.9	0.054	0.0
	Probable	2.3	4.18	9.6	2.5	0.122	0.3
	Total	3.1	3.58	11.1	3.4	0.104	0.4

Community

The need to, and the process of, informing communities timeously of any potential impacts and maintaining their involvement throughout the operational life cycle is enshrined in the law of many of the countries in which the group operates, and is another fundamental commitment made by the group.

Mine management meets formally with the local community structures at least once per month and briefing of local media takes place at least twice a year. A public consultation and disclosure plan (PCDP) has been developed for the Sadiola and Yatela mines to manage community development projects and to ensure their implementation in a sustainable fashion.

The annual stakeholders consultation workshop held at the Sadiola mine in September 2004 brought together 120 participants from the local communities, regional and national government representatives, national and international NGOs, representatives of the media, mine management and representatives from AngloGold Ashanti and the IFC. The main objectives of the workshop, which were largely achieved, were the review of progress since the last stakeholder workshop in 2003, the presentation of the findings of the IDAP and the identification of closure issues.

Another example of this relationship has been the ongoing involvement of communities in water management at the Sadiola and Yatela mines. An inclusive water committee that will oversee regular water testing and the development of plans in conjunction with the mine, for the sustainable provision of water, will be introduced.

In line with its business principles, social investment initiatives are aimed at

making both a practical and meaningful contribution in those areas of greatest need. A fundamental philosophy of the group is that its operations and activities should contribute towards the long-term sustainable development of its host communities. This is particularly challenging for sometimes short-lived mining operations or exploration projects, particularly when there is a short window of opportunity to make an impact. This can be achieved by supporting local procurement activities; the contribution of redundant assets to the community; assistance with the establishment and development of small to medium-sized sustainable enterprises; and the outsourcing of the provision of goods and services to local vendors where appropriate.



Improving infrastructure for increased water supply

The growing population of the Sadiola and Kourouketo villages has put pressure on water supplies in the area. A committee comprising key stakeholders has been established to find ways of addressing these needs. Water supply was introduced in February 2005, and taps and metres have been installed, leading

to the termination of the water tanker system. At Sadiola, the water supplies have been supplemented by additional reservoir capacity, which should prevent the periodic shortage of water in the western part of Sadiola. A larger pump and new pipeline has been installed to feed the tank.



Integrated Development Action Plan for Sadiola

Following a multi-stakeholder workshop in June 2003, the IFC, which has a stake in Sadiola, commissioned the preparation of an Integrated Development Action Plan (IDAP) for the Sadiola Commune (the communities surrounding both Sadiola and Yatela) with funding from the Government of Luxembourg and SEMOS S.A.

The main objective of the IDAP is to create an overall strategy for promoting socio-economic development within beneficiary communities to improve livelihoods and employment opportunities and to establish new initiatives to lessen communities' reliance upon the mine. Despite significant funds (\$2.85 million) being set aside by the Sadiola and Yatela mines between 1997 and 2003 for development in the Sadiola Commune, a lack of clear development priorities, community involvement, and overall strategy necessitated the need for an IDAP.

The IDAP preparation process incorporated a total of 15 villages and two hamlets, accounting for almost 60% of the commune's population, as per an agreement with key stakeholders. The IDAP implementation process will focus on local development activities prioritised by stakeholders and target groups during the IDAP preparation process, and that other institutions are not effectively dealing with already. Three programmes have been proposed:

- training and capacity building: the lack of development planning and implementation poses a significant constraint to local development. Training and development will ameliorate this.
- agricultural assistance: agriculture remains the cornerstone of the area and will be especially important to the livelihoods of local communities after mine closure. It is thus an important and

natural focus area for local development efforts. The programme aims to provide extension and support to the local agricultural sector to improve productivity, thus contributing to improved food security and the possibility of additional income-generation. The agricultural programme will not attempt to introduce or promote large-scale commercial agriculture in the study area, but will instead aim to assist smallholders to obtain better yields from the limited area of arable land available.

- enterprise development: artisanal and commercial activities have a significant role to play in the sustainable socio-economic development of Sadiola commune

A programme has been developed to enable local entrepreneurs and economic interest groups to enter and succeed within the cash economy, as well as increasing the number and importance of small enterprises in the local economy. Responsibility for IDAP implementation needs to involve multiple stakeholders. An important part of this process is the involvement of the community – one such example is the stakeholder communication and consultation meetings held at Sadiola. This target will be achieved through the creation in the mid-term (after a two- to three-year transition period) of a stand-alone IDAP Foundation based in Sadiola and administered by a Board and General Assembly reflecting the range of stakeholders in Sadiola Commune with a direct interest in local economic development. Costs for the IDAP implementation are expected to amount to \$1.3 million over the first three years of implementation.

6 | Labour

AngloGold Ashanti is committed to being a responsible and fair employer. On average during 2004, 2,192 people were employed at the Sadiola and Yatela operations (758 employees and 1,434 contractors).

AngloGold Ashanti is committed to upholding the Fundamental Conventions of the International Labour Organization (ILO) and seeks to ensure fair employment practices group-wide. In Mali certain ILO conventions (such as ILO Convention 128 dealing with child labour, and ILO Convention No 29 dealing with forced and compulsory labour) are governed and regulated by law and various codes such as the Malian Labour Code and Malian Collective Agreement.

All employees at Sadiola and Yatela are represented by the Mining Industry Union, SECNAMI, although there are no specific recognition agreements. Union committees exist at both operations and regular participatory meetings take place. Safety representative committees and joint health and safety structures are in place. Communication forums with local management level employees take place on a monthly basis.

The mining contractor at Yatela, Moolman Brothers, experienced two strikes in 2004 which had an impact on operations. One lasted for three days (a sympathy strike with employees at Morila) and one lasted for seven days (as a result of a dispute relating to conditions of employment). Both were resolved through negotiation.

The group is committed to developing opportunities in the company for all employees, and to encouraging all employees to achieve their optimal

levels of career development. In so doing, due cognisance is given both to the diversity of the societies in which the group operates and their historical context. Operations in Mali run cultural diversity programmes aimed at creating cultural awareness, promoting diversity and developing cross-cultural understanding.

Plans to increase employment of local citizens and reduce the number of expatriates (particularly at a management level) are in place at these operations and entail the identification and training of local citizens to replace expatriate staff once they have the requisite skills. The percentage of local people employed at the Sadiola and Yatela operations was 92% and 93% respectively.

Training and development is a primary focus area. In line with AngloGold Ashanti's belief that all employees should be provided with the opportunity for appropriate training to improve their workplace competencies, the group is also committed to ensuring that every employee has the opportunity to become numerate and functionally literate in the language of their workplace.

A bursary scheme to develop local skills and expedite the localisation programme was implemented during the year. Ten top Malian school leavers began graduate studies at the University of Pretoria, South Africa, at the beginning of 2005 in the disciplines of mining, engineering, metallurgy, environment and geology, following a language bridging programme at the end of 2004.



Environment

AngloGold Ashanti's environmental philosophy and practice is guided by the group's business principles and the group environmental policy. The latter was reviewed in 2004 following the business combination between AngloGold and Ashanti. In addition, its operations are subject to the environmental laws, rules and regulations of the various countries in which they operate. Where no such laws exist or where these laws are perceived to be inadequate, the operations are guided by the company's business principles and deemed good practice.

Environmental management systems (EMSs) form the backbone of environmental management at an operational level and are in place at Sadiola and Yatela.

AngloGold Ashanti has developed a reporting protocol that allows the

company to effectively identify and manage these risks and associated costs. The protocol aims to streamline operational reporting requirements yet provide the appropriate level of information necessary to advise the executive and the board of the nature and occurrence of important incidents and developments and management response. Major environmental incidents are reported to the regional management, as well as the corporate environmental office, within 24 hours of the time that operational management becomes aware of the incident. For purposes of this reporting an environmental incident is defined as 'an event, action or non-conformance with a procedure that results, or has the potential to result, in an adverse impact on the surrounding environment; or any event, action or occurrence which is contrary to the AngloGold Ashanti business principles. Two such incidents were reported at Sadiola and one at Yatela:

- About 100 bird fatalities were recorded on 23 May in the return water dam area were attributed to high sodium levels in the water. Sodium metabisulphate is used to detoxify cyanide.
- Small tailings spill (containing cyanide) due to pipeline leak on 17 November
- Two dead birds found adjacent to water pond on heap-leach pads on 20 November

In all the jurisdictions in which the group operates the company is required to provide financial assurance – in a form prescribed by law – to cover some, or all of the cost, of the anticipated closure and rehabilitation costs for the operation. (Rehabilitation refers to the process of reclaiming or

restoring mined land to a similar use to before mining or a pre-determined, agreed use post-mining.) These amounts are derived from the mine closure plans, which are also regulated by law. Closure plans are devised prior to the commencement of operation and are regularly updated based on life-of-mine projections. Although the final cost that will be incurred at closure is not definite, ample provision is thus made during mine life. Closure liabilities for Sadiola increased to \$17.17 million, of which \$6.52 million is attributable to AngloGold Ashanti. The increase is as a result of the life-of-mine having been extended from 2007 to 2010. Closure liabilities at Yatela were \$11.6 million at the end of the year, of which \$4.6 million is attributable to AngloGold Ashanti.



Environmental incident at Sadiola

Most of the environmental incidents reported at Sadiola in Mali are related to animal life. This problem is exacerbated during the dry season when the lack of grass and surface water outside the mining areas causes the livestock to force their way through the fences into the mining areas where they then remain. The mine has doubled the number of people patrolling the fences (from six to 12) with some reported success.

On 23 May 2004, approximately 100 bird carcasses were discovered around the edge of the return water dam located adjacent to the Sadiola tailing storage facility (TSF). Autopsies attributed the cause of death to a high concentration of sodium in the brain. Of note was that there was no evidence of cyanide, which had previously been the cause of a number of other bird fatalities a year prior to this.

The elevated levels of sodium were a result of cyanide detoxification, using sodium metabisulphate. As a result of this incident, management at Sadiola has all but decommissioned the use of the return water dam and is circulating decant water from the tailings dam direct to the process plant.

Research onto wildlife behaviour indicates that the design of these facilities has a significant effect on the extent to which wildlife are able to use them. At Sadiola the shallow waters surrounded by natural bush are ideal wildlife habitat, especially in hot, dry summers when temperatures above 45°C are experienced. Therefore, a programme of bush cleaning around the ponds is ongoing.

The use of bird balls at Yatela

The area around Yatela mine is home to about 800 species of birds. Soon after the commissioning of Yatela, a number of environmental incidents were recorded at the site. In the first dry season (primarily May and June of 2001), 554 bird fatalities were recorded.

As a result of these incidents, a number of measures were put in place to deter birds from frequenting these areas – with the most effective solution being the use of ‘bird balls’. This technology, which involves floating a large number of HDPE balls on the surface of a pond, effectively covering all exposed water, prevents birds from landing on the water, or perching on the balls. It also disguises the surface of the water ponds, thereby masking the features which birds use to identify water bodies.

Yatela has installed bird balls on its main process solution ponds at a cost of \$750,000. A significant contribution to the cost of this solution was due to the remoteness of the operation. Although the mine investigated the on-site manufacture of bird-balls, it was decided to import these with approximately 40 container loads required to provide the number of balls necessary to cover the surface of the process solution ponds.



8 | Safety and health

The group's values and business principles on safety and health and accompanying safety and health policy are minimum guidelines for the group in respect of safety and health. Regions and operations are encouraged to develop their own specific principles, guidelines and policies in line with local conditions and legislation.

AngloGold Ashanti is committed to complying with all relevant laws, regulations and standards applicable to the countries in which its operations are located. In the absence of appropriate laws, regulations or standards, or where these are perceived to be inadequate, the company will adopt standards reflecting good practice.

During 2004, the mine's fatal injury frequency rate per million man hours improved to 0 (from 0.31 the previous year), while the lost time injury

frequency rate per million man hours unfortunately rose to 1.13 (from 0.31 in 2003).

The Sadiola and Yatela mines have developed a three-part policy covering safety and health, environment and community. Safety representatives are elected (most recently in February 2004) and form part of the team that drives both. Challenges ahead include the further development of full time safety and health representatives, the inculcation of safety as a fundamental value within the company, improved vehicle controls, and the fostering of a risk control mindset.

At Sadiola and Yatela, a major epidemiological baseline study has been initiated, along with the yellow fever inoculation programme. A programme to reduce and manage worker fatigue, along with the distribution of vitamin A, is underway.



HIV/AIDS and malaria

Peer educator training in respect of HIV/AIDS was implemented during the year. In addition, extensive community health education was provided by the mine to more than 13,000 community members during the year. HIV/AIDS awareness campaigns are provided for by the mine, but undertaken by local NGO PSI Mali. Communications media include a mobile video unit on display in Sadiola village as well as extensive awareness campaigns on site using posters and slogans on electronic noticeboards. About 15,000 condoms are distributed by the mine each month and in a recent development 24 peer educators were trained to take the messages into the community.

Malaria remains the most significant public health threat for AngloGold Ashanti's operations in Mali and a significant health cost and cause of absenteeism. Not only does the disease have a significant impact on the productivity of employees, but also on the functioning of entire communities in these regions. The current incidence level within the workforce per month is estimated at 10%. The preventative measures adopted to combat malaria include: community and employee awareness campaigns (awareness days are organised using drama and music); the spraying of all houses in local communities and the mine village; and the provision of subsidised treated bed nets to employees and the community, and free bed nets to vulnerable people (pregnant women and children), and the provision of malaria treatment drugs to the local clinic.

Employee attitudes to safety in Mali



An attitude survey carried out at AngloGold Ashanti's three operations in Mali (Morila, Sadiola and Yatela) in 2003 revealed that more than 50% of employees felt that safety was essentially a specialised function – something which caused some concern for management as it has adverse implications for implementing successful health improvement programmes. The survey was repeated in 2004 at Sadiola and Yatela, with both mines showing a significant turnaround, following behavioural safety interventions during the year.

The surveys used the methodology known as SafeHuman Mindset (SMI). This reflects the state of organisational safety culture as perceived by the workforce. The SMI explains the context and meaning of employee behaviour as it relates to safety. Survey results are measured according to five critical factors: the SafeHuman Mindset Index; relationship credibility; impact of worklife experiences, essentially dealing

with satisfaction levels; impact of the work environment and perceived supportive relationships; and behaviour in the context of organisational culture.

High scores in the various modules indicate a high level of morale, feelings of personal accountability and responsibility, and mature work relationships while low scores are indicative of low motivation, scepticism, feelings of powerlessness, and, in many cases, an increasing tendency towards a fatalistic attitude regarding workplace safety.

In the follow-up survey Sadiola Mine improved from an index of 44% in 2003 to 67% in 2004, while the corresponding figures for Yatela were 40% and 65%. Results in the other survey factors showed a correspondingly significant improvement from last year's results.